

Women in the Economy Commission Meeting - Minutes

Monday, February 1, 2016

12:15 p.m. to 1:30 p.m.

House Room 25

Commission: Rep. Rebecca Chavez-Houck, Rep. Becky Edwards, Sen. Luz Escamilla, Ann Marie Wallace, Anne Burkholder, Judy Barnett

Excused: Sen. Deidre Henderson, Kathy Bounous, Jennifer Robinson

Staff Support: Gail Tilson with additional support from Jen Jankowski

Attendees: Amy Coombs, Ideal Utah; Susan Madsen, Utah Women and Education Initiative; Emily Iruz, Intern for Sen. Escamilla

AGENDA	DISCUSSION	RECOMMENDATIONS/ACTION
Welcome	<p>Welcome (Rep. Rebecca Chavez-Houck)</p> <p>The minutes from our last meeting were approved.</p>	<p>A motion was made to approve the minutes from our Jan. 12, 2016 meeting. Motion carried.</p>
Women and College in Utah – Dr. Susan Madsen	<p>Dr. Madsen has been working on this project since 2009, when she founded the Utah Women in Education Project, which was changed to the Utah Women in Education Initiative in 2011. She is also a member of the WIEC research sub-committee.</p> <p>The education level of women is at the foundation of pretty much everything we are talking about on the commission in terms of poverty and getting out of poverty. This affects the ability to support a family and the chances of reaching a CEO-level position.</p> <p>There is a lot of confusion right now about data regarding women and education. We are 10% below the national average on the number of women graduating from college and we have the biggest wage gap. At UVU, only 44% of the students are women. What’s going on deeper? Where are the women? Are they leaving the state and</p>	<p>Pam Perlich and Dr. Madsen would like to have the help of a post-doc student who can understand multiple pieces of data from the IPEDS (national system) that has all higher ed post-secondary data.</p> <p>A motion was made to have the research sub-committee explore these problems further, including the lack of</p>

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<p>2016 Legislation Sen. Escamilla</p>	<p>going somewhere else?</p> <p>One problem is that certificates, associates, bachelors and master’s degrees are being lumped together. By doing that, it looks like half of the degrees are coming to women and half to men. The data is not being broken down. We need more up-to-date data.</p> <p>The perception is that everything’s okay when it really isn’t. It makes it more difficult for us to do our work and provide policy recommendations for what needs to be done, when we don’t have all of the pieces.</p> <p>Commissioner Burkholder added that with meta analysis, we are getting good data but they are not reconcilable and therefore we have gaps in understanding. She also believes referring this to the research sub-committee is a good idea.</p> <p>The legislation that is being presented is a bill regarding interior designers. Sen. Escamilla and Amy Coombs (Ideal for Utah) have been working on this for over a year. The bill has been carefully drafted and is very technical. This will be an incremental process. This bill deals with occupancy groups B and M and explains in great detail what the designers can and cannot do.</p> <p>The designers have a 4-year degree and have to pass a national test. They have to complete an internship and belong to a national association and have liability coverage.</p> <p>There will be a 5-year repeal date of July 1, 2021. At that point it will be reviewed and either kept or repealed.</p>	<p>standardization being used. Motion carried.</p> <p>We may look at the possibility of having someone from USHE come and talk to us and find out why and where the disconnect is.</p> <p>Sen. Escamilla presented the idea of putting out a call to all of the major universities to have them commit (from a policy perspective) \$10,000 for research in the next year. She believes this should come from the presidents’ budgets.</p> <p>Sen. Escamilla asked the commission to entertain a motion to support the bill, under the auspices of statutory authority 35A-11-202B to identify and recommend implementation of the bill. Motion carried and by vote, the WIEC supports this bill.</p>

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<p>Sub-Committee Updates</p>	<p>Co-chair Rebecca Edwards presented a bill entitled Working Parent Employment Benefits or Amendments. This bill gives GOED the option to consider non-wage compensation for an employee who's the parent of at least one child when they're considering applicants for the EDTIF Program (Economic Development Tax Increment Financing).</p> <p>This bill would give tax benefits to companies -- up to 30% of new revenue that is brought to the state either because the company relocated to Utah or expanded its operation in the state.</p> <p>A list of considerations which GOED may include in their decision of granting this benefit to a company are: Consideration of high-paying jobs (110% of average county wage); parental leave; on-site childcare or childcare subsidy; flexible work schedule; adoption benefits; support with a child with special needs; paid sick leave; paid family care leave.</p> <p>This bill aligns with what we are trying to work on.</p> <p>Public Policy Sub-Committee: No update.</p> <p>Communications Sub-Committee: Our priority is our website launch, which we have decided should have a press release to go along with it. The tentative launch date is February 15, 2016. At the latest, we would like to launch the website while the legislature is still in session. We would like to have someone (preferably the chair) from the research sub-committee attend one of our meetings. If an in-person meeting is not possible, perhaps we could set up a conference call.</p> <p>We are working on the logo revision with Utah Interactive, since we were just not happy with the one which was provided to us.</p> <p>We would like to list the bills which impact women in the economy and make a note of those bills we are endorsing as well.</p>	<p>A motion was made to support this bill in intent (since the bill doesn't have a number yet). We are identifying and recommending this proposal. Motion carried.</p> <p>The communications sub-committee is looking for someone to tell her story in the up-coming press release. This needs to be a story of someone who was helped or benefitted from what the commission is doing. Amy Coombs has several women who would fit this request.</p>

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Schedule next meeting	<p>Research Sub-Committee: No update.</p> <p>Gail will send out a Doodle Poll.</p> <p style="text-align: center; opacity: 0.5; font-size: 48px; transform: rotate(-15deg);">DRAFT</p>	